

Bargaining Unit 1
Non-Supervisory Blue Collar
International Union of Operating Engineers, Stationary Engineers Local 39

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2011: City Contributes \$788.00 Employee makes up difference HealthNet HMO Premium = \$1,061.48 City Contributes \$728.80 Employee Contributes \$273.48 May opt out if able to provide proof of other coverage
Retirement *	City = 10.70% Employee (Average) = 5.53% (2%/year @ 55 w/5 years) DROP
Life Insurance	None provided by the City of Fresno (\$25,000 life benefit If enrolled in Local 39 Health Insurance Plan)
Short Term Disability	Provided through California SDI program
Long Term Disability	None provided by the City of Fresno
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation (Days per year/Hours per month) (Available after 6 months)	1 – 4 years = 12/8 5 – 7 years = 15/10 8 – 19 years = 17/11.33 20+ years = 22/14.66
Sick Leave (Available after 6 months)	8 hours/month
Family Sick Leave	Up to 48 hours of accumulated sick leave per fiscal year
Uniform Allowance	City contracted uniform service, cost shared 50/50
Bilingual	\$50 per month
Workers' Compensation	76% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is 10.21% = partially offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
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